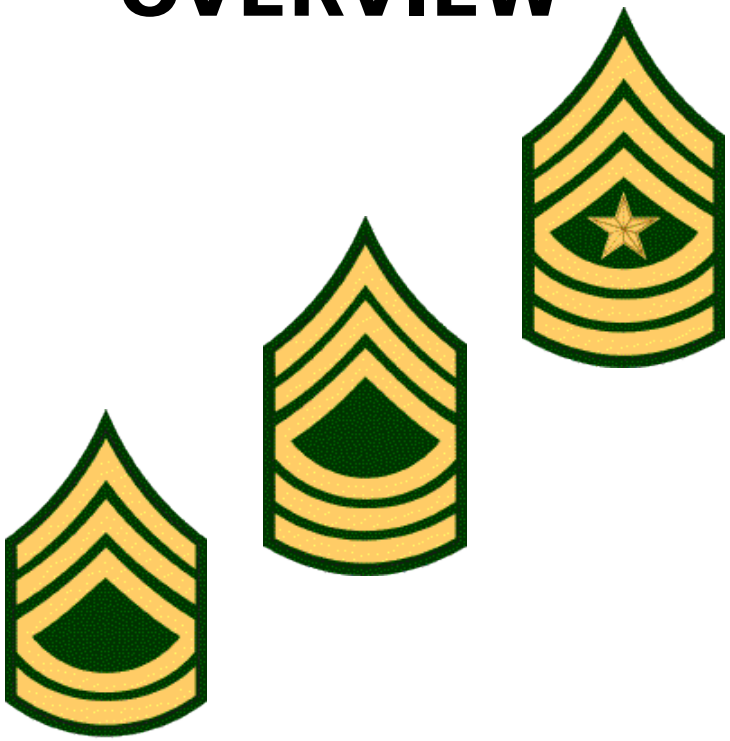
# DEPARTMENT OF THE ARMY CENTALIZED PROMOTION BOARD OVERVIEW



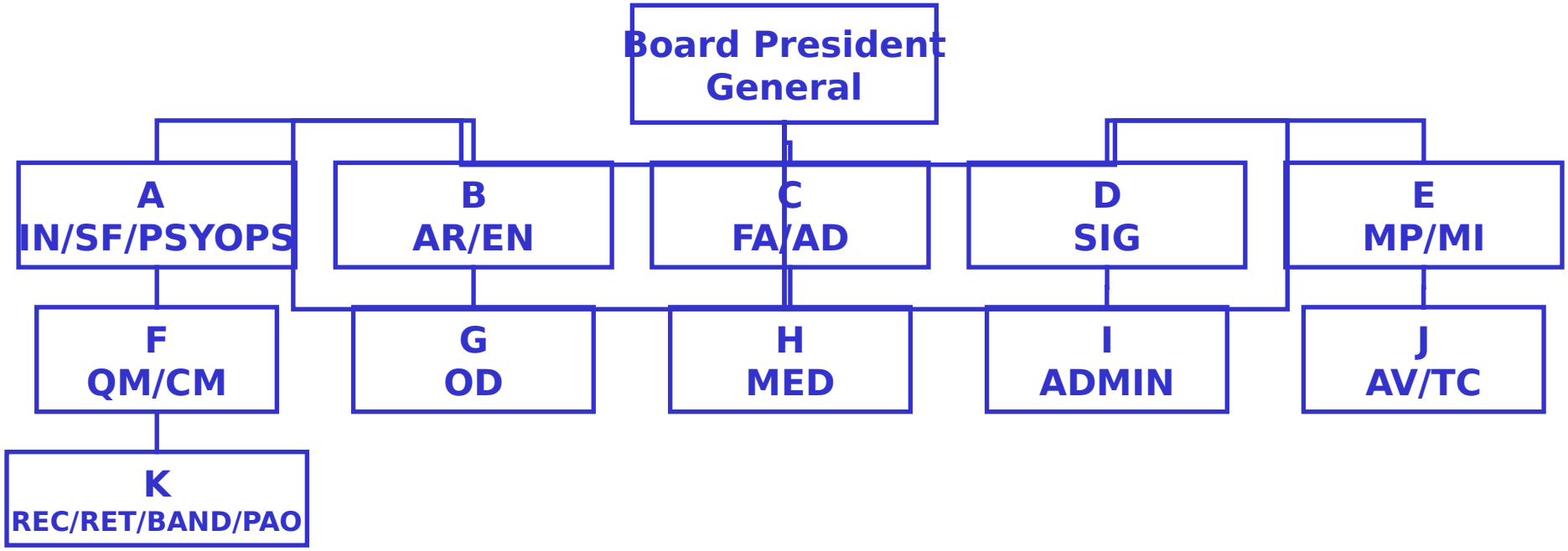
**SGM Jim Plemens**
**101st Airborne Division (Air Assault)**

# PURPOSE

To provide Soldiers and senior leaders with an overview of the board operating procedures for senior enlisted selection boards

Additional information:
http://www.erec.army.mil/hrc_default.htm

# BOARD ORGANIZATION
# (SFC/MSG Board)




**For CSM/SGM Board: K Panel consists of RET/BAND/PAO/AV/LEGAL + PANEL CHI**

**Board President is a Major General**

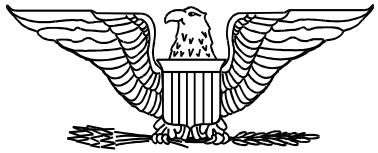
**Other panel organization is slightly different (L Panel create**

# BOARD PRESIDENT DUTIES

- Ensure compliance with MOI & BOP
- Provide guidance
  - Standards
  - Conduct
  - Tone
- Approve panel standards
- AARs
- Outbrief DMPP

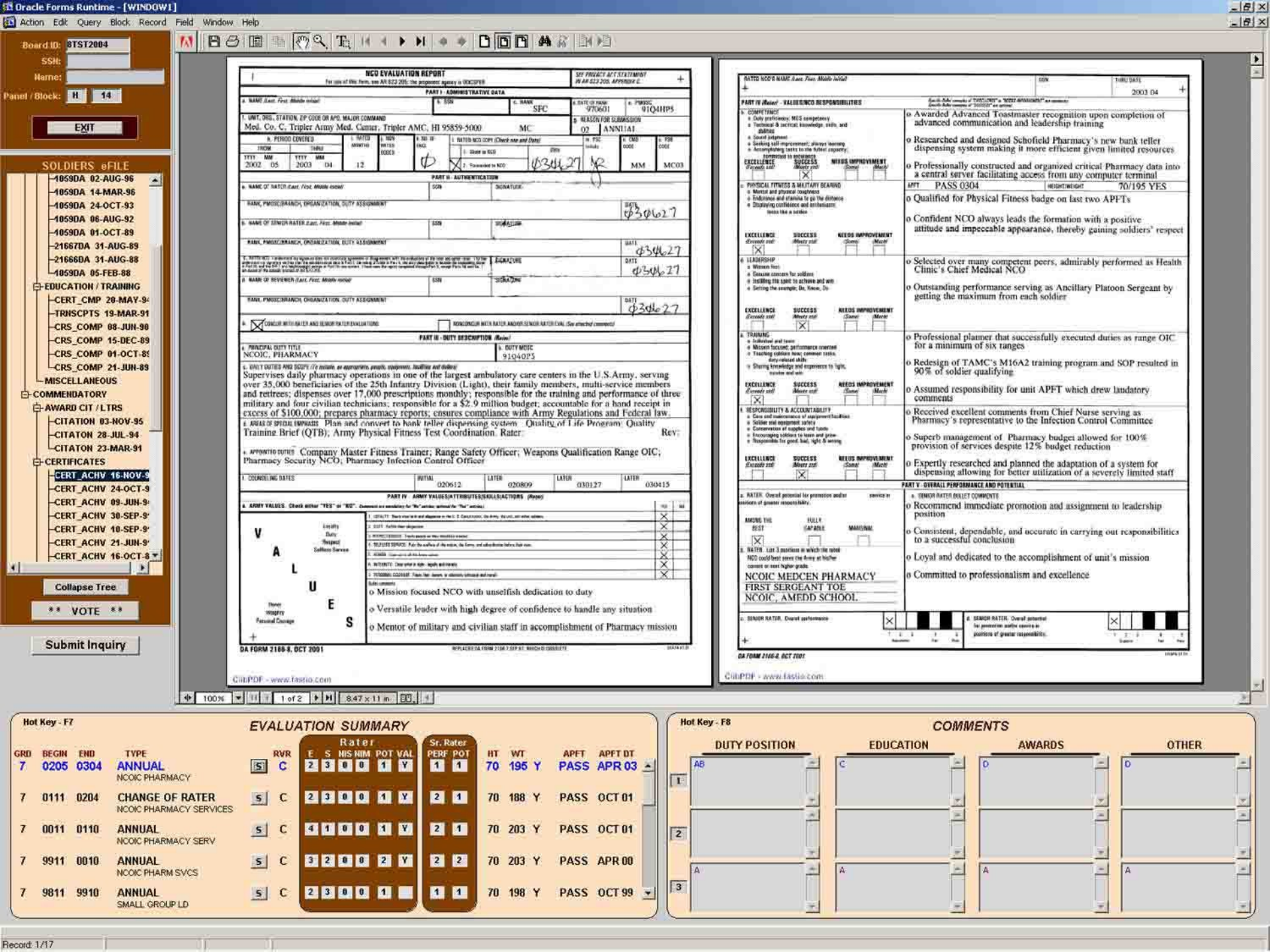
# PANEL CHIEF DUTIES

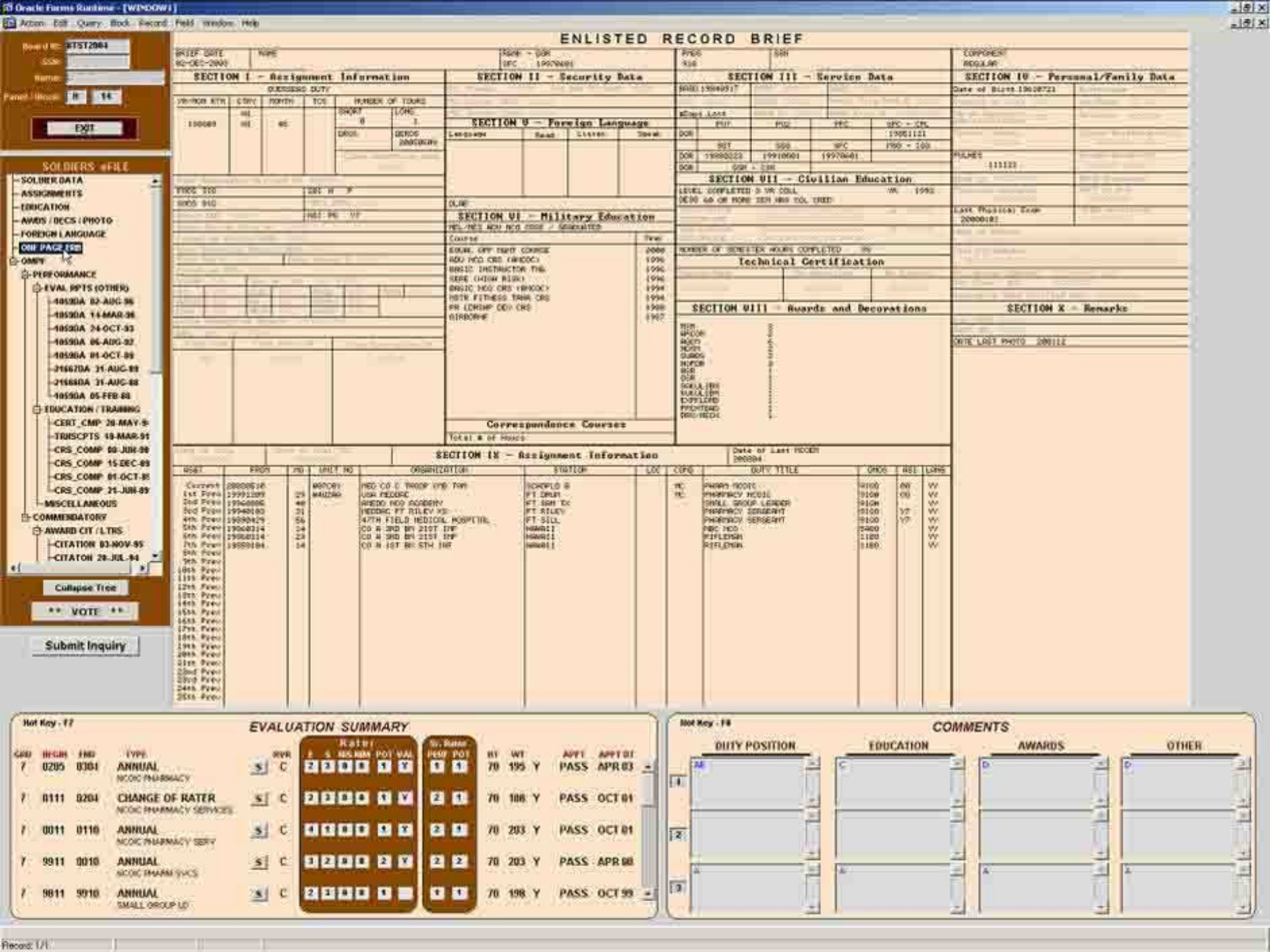
- Voting member
- Ensure panel standards are IAW MOI & BOP
- Vote/Score authority
- Verify OMLs and selects
- Prepare R&As for each CMF
- Provide AAR input
- Ensure compliance with work schedule



# INDIVIDUAL BOARD RECORD

- Official Military Personnel File (Performance Portion)
- Board Enlisted Record Brief (ERB)
- Photograph
- Evaluation Summary
- Correspondence to the Board President


Oracle Forms Runtime - [WINDOW1]
Action Edit Query Block Record Field Window Help
Board ID: STST2004
SSN:
Name:
Panel / Block: H 14
EXIT
SOLDIERS eFILE
1059DA 02-AUG-96
1059DA 14-MAR-96
1059DA 24-OCT-93
1059DA 06-AUG-92
1059DA 01-OCT-89
21667DA 31-AUG-89
21666DA 31-AUG-88
1059DA 05-FEB-88
EDUCATION / TRAINING
CERT_CMP 20-MAY-9
TRNSCPTS 19-MAR-91
CRS_COMP 08-JUN-90
CRS_COMP 15-DEC-89
CRS_COMP 01-OCT-8
CRS_COMP 21-JUN-89
MISCELLANEOUS
COMMENDATORY
AWARD CIT / LTRS
CITATION 03-NOV-95
CITATON 28-JUL-94
CITATON 23-MAR-91
CERTIFICATES
CERT_ACHV 16-NOV-9
CERT_ACHV 24-OCT-9
CERT_ACHV 09-JUN-9
CERT_ACHV 30-SEP-9
CERT_ACHV 10-SEP-9
CERT_ACHV 21-JUN-9
CERT_ACHV 16-OCT-8
Collapse Tree
** VOTE **
Submit Inquiry
NCO EVALUATION REPORT
PART I - ADMINISTRATIVE DATA
PART II - AUTHENTICATION
PART III - DUTY DESCRIPTION (Rater)
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES
PART V - OVERALL PERFORMANCE AND POTENTIAL
DA FORM 2166-8, OCT 2001
CitiPDF - www.fastio.com
100%
1 of 2
8.47 x 11 in
Hot Key - F7
EVALUATION SUMMARY
Hot Key - F8
COMMENTS
DUTY POSITION
EDUCATION
AWARDS
OTHER
Record: 1/17


Oracle Forms Runtime - [WINDOW1]
Action Edit Query Block Record Field Window Help
Board No: BTST2004
SSN:
Name:
Panel / Block: R 14
EXIT
SOLDIERS eFILE
SOLDIER DATA
ASSIGNMENTS
EDUCATION
AWDS / DECS / PHOTO
FOREIGN LANGUAGE
ONE PAGE BRF
OMPF
PERFORMANCE
EVAL RPTS (OTHER)
10590A 02-AUG-96
10590A 14-MAR-96
10590A 24-OCT-93
10590A 06-AUG-92
10590A 01-OCT-89
2166/DA 31-AUG-88
2166/DA 31-AUG-88
10590A 05-FEB-88
EDUCATION / TRAINING
CERT_CMP 20-MAY-9
TRNSCPTS 19-MAR-91
CRS_COMP 09-JUN-90
CRS_COMP 15-DEC-89
CRS_COMP 01-OCT-81
CRS_COMP 21-JUN-89
MISCELLANEOUS
COMMENDATORY
AWARD CIT / LTRS
CITATION 03-NOV-95
CITATON 28-JUL-94
Collapse Tree
** VOTE **
Submit Inquiry
ENLISTED RECORD BRIEF
SECTION I - Assignment Information
SECTION II - Security Data
SECTION III - Service Data
SECTION IV - Personal/Family Data
SECTION V - Foreign Language
SECTION VI - Military Education
SECTION VII - Civilian Education
Technical Certification
SECTION VIII - Awards and Decorations
SECTION IX - Assignment Information
SECTION X - Remarks
Correspondence Courses
EVALUATION SUMMARY
COMMENTS
DUTY POSITION
EDUCATION
AWARDS
OTHER

# Enlisted Record Brief

Back to Intro Page

| BRIEF DATE | NAME | RANK - DOR | PMOS 19Z | SSN [redacted] | COMPONENT REGULAR |
|---|---|---|---|---|---|

## Section I - Assignment Information

OVERSEAS DUTY

| YR/MO RTN | CTRY | MONTH | TCS | NUMBER OF TOURS SHORT | LONG |
|---|---|---|---|---|---|
| 200308 | IZ | 7 | 1 | 0 | 1 |
| 200205 | GM | 46 | 1 | | |
| 199907 | YO | 3 | 2 | | |
| 199904 | GM | 9 | | | |
| 199606 | BK | 3 | | | |
| 199605 | GM | 54 | 1 | | |

DROS 19960201 DEROS

Conus departure date XXXXXXX

Date Dependents Arrived OS XXXXXXXXXX

| | |
|---|---|
| PMOS 19Z | SQI HM |
| SMOS 19E | PDSI/YRMO XXXXXXXXX |
| Bonus MOS XXXXXXXXX | ASI 2S |

Bonus Enlist Elig Dt XXXXXXXXX

Promotion Points/YRMO XXXXXXXXX

Prev Promotion Points/YRMO XXXXXXXXX

Prom Seq# XXXXXXXXX Prom Select Dt XXXXXXXXX

Promotion MOS XXXXXXXXX

| ASVAB | | | | Test # / Dt XXXXXXXXX | | | |
|---|---|---|---|---|---|---|---|
| GT | XXXX | ELEC | XXXX | FOOD | XXXX | TECH | XXXX |
| ADMIN | XXXX | FA | XXXX | COMMO | XXXX | | |
| CMBT | XXXX | MECH | XXXX | MAINT | XXXX | | |

Delay Seperation Reason XXXXXXXXX

AEA / DT XXXXXXXXX

| Flag Code | Flag Start Dt | Flag Expiration Dt |
|---|---|---|
| XXXXXXXXX | XXXXXXXXX | XXXXXXXXX |

## Section II - Secrity Data

PSI Status XXXX Fld Det PS Stat XXXX

PSI Invest INIT XXXXXXXXX

PSI Invest Compl XXXXXXXX

## Section V - Foreign Language

| Language | Read | Listen | Speak |
|---|---|---|---|
| | | | |

DLAB

## SECTION VI - Military Education

MEL/MES ANCOC / GRADUATED

| Course | YEAR |
|---|---|
| BATTLE STAFF | 2001 |
| CHEM OFF SCH OTHER | 1998 |
| ADV NCO CRS (ANCOC) | 1997 |
| BASIC INSTRUCTOR TNG | 1996 |
| M1/M1A1 ABRAMS MST GNR | 1994 |
| GERMAN CSC | 1992 |
| TOTAL ARMY INSTR TNG | 1992 |
| BASIC NCO CRS (BNCOC) | 1991 |
| PR LDRSHP DEV CRS | 1990 |
| COMBAT LIFE SAVERS CRS | 1989 |

Correspondence Courses

Total # of Hours

## Section III - Service Data

| | | | | |
|---|---|---|---|---|
| BASD 19880329 | PEBD XXXXXXX | | BESD XXXXXXX | |
| ETS XXXXXXX | DIEMS XXXXXXX | | Reenl Elig/Prohib | XXXXXXX |
| # Days Lost | AGCM Dt XXXXXXX | | AGCM Elig Dt XXXXXXX | |

| | PVT | PV2 | PFC | SPC - CPL |
|---|---|---|---|---|
| DOR | | 19880929 | 19890329 | 19900101 |

| | SGT | SSG | SFC | MSG - 1SG |
|---|---|---|---|---|
| DOR | 19910501 | 19931001 | 19970801 | 20030301 |
| DOR | SGM - CSM | | | |

## SECTION VII-Civilian Education

LEVEL COMPLETED 2 YR COLL YR 1998
DESG ASSOCIATE DEGREE

INSTITUTION XXXXXXXXX YR XXXXXXXXX
DISCIPLINE

INSTITUTION XXXXXXXXX YR XXXXXXXXX
DISCIPLINE

NUMBER OF SEMESTER HOURS COMPLETED 106

## Technical Certification

| Course Name | Dt Certified | Dt Expires |
|---|---|---|
| | | |

## SECTION VIII - Awards and Decorations

| | |
|---|---|
| 1 | BSM |
| 2 | MSM |
| 1 | ACMV |
| 3 | ARCOM |
| 9 | AAM |
| 1 | PUCA |
| 1 | ASUA |
| 5 | AGCM |
| 2 | NDSM |
| 1 | AFEM |
| 2 | KOSCM |
| 1 | AFSM |
| 3 | NOPDR |
| 1 | ASR |
| 2 | OSR |
| 1 | NATOMDL |
| 1 | DRVMECH |
| 1 | GWTEM |
| 1 | GWTSM |

## Section IV - Personal/Family Data

| | |
|---|---|
| Date of Birth 19681129 | Birthplace XXXXXXX |
| Country of Citz XXXXXXX | Sex/Race XXXXXXX |
| No. of Dependent Adults/Children XXXXXXX | Religion XXXXXXX |
| Martial Status XXXXXXX | Spouse Birthplace/Citz XXXXXXX |
| PULHES 111111 | Height/Weight XXXXXXX |
| ERMP DT XXXXXXX | #Cmd Sponsored XXXXXXX |
| Physical Category XXXXXXX | APFT Dt P/F XXXXXXX |
| Last Phys Exam 20031219 | MMRB Results/DT XXXXXXX |
| Home of Record XXXXXXX | |
| Mailing Address XXXXXXX | |
| Mil Spouse SSN / MPC XXXXXXX | |
| Svc Comp / DoD XXXXXXX | |
| Emergency Data Verified Date XXXXXXX | |

## SECTION X-Remarks

HIV YRMO XXXXXXX

RGMT AFL XXXXXXX

DATE LAST PHOTO 200402

Date of Loss

Date of Last PCS 20020531

## SECTION IX - Assignment Information

Date of Last NCOER 20030531

| ASGT | FROM | MO | UNIT NO | ORGANIZATION | STATION | LOC | COMD | DUTY TITLE | DMOS | ASI | LANG |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Current | 20020711 | | W0AQ1A0 | 030069ARCO A | FT STEWRT | X | FC | FIRST SERGEANT | 19Z5M | 00 | |
| 1st Prev | 20020711 | 8 | W0AQ1A0 | 030069ARCO A | FT STEWRT | X | FC | FIRST SERGEANT | 19Z5M | 2S | YY |
| 2nd Prev | 20020711 | 8 | W0AQ1A0 | 030069ARCO A | FT STEWRT | X | FC | FIRST SERGEANT | 19K5M | 2S | YY |
| 3rd Prev | 20000630 | 12 | W04QA1 | USA CMTC OBS CNT | HOHENFELS | X | EN | CO/TM OBSERVER CONTROLLE | 19K4H | 2S | YY |
| 4th Prev | 20000630 | 12 | W04QA1 | USA CMTC OBS CNT | HOHENFELS | X | EN | PLT OBSERVER CONTROLLER | 19K4H | 2S | YY |
| 5th Prev | 19990422 | 3 | | C CO 1/35 AR | BAUMHOLDE | X | E5 | PLATOON SERGEANT | 19K4H | A8 | YY |
| 6th Prev | 19980801 | 4 | | C CO 1/35 AR | BAUMHOLDE | X | E5 | PLATOON SERGEANT | 19K4H | A8 | YY |
| 7th Prev | 19960801 | 12 | | B CO USAARMC CGD | FT KNOX | X | TC | SR TRN DEV WRITER | 19K4H | A8 | YY |
| 8th Prev | 19960801 | 12 | | B CO USAARMC CGD | FT KNOX | X | TC | M1A1 TANK GUN SEC NCOIC | 19K4H | A8 | YY |
| 9th Prev | 19960205 | 6 | | C CO 4/67TH AR | FRIEDBERG | X | E5 | MASTER GUNNER | 19K3O | A8 | YY |
| 10th Prev | 19920101 | 6 | | B CO 4/67 AR | FRIEDBERG | X | E5 | MASTER GUNNER | 19K3O | A8 | YY |
| 11th Prev | 19920101 | 8 | | B CO 4/67 AR | FRIEDBERG | X | E5 | MSTR GUNNER/ HQ PLT SGT | 19K3O | A8 | YY |
| 12th Prev | 19920101 | 12 | | B CO 4/67 AR | FRIEDBERG | X | E5 | MASTER GUNNER | 19K3O | A8 | YY |
| 13th Prev | 19920101 | 6 | | B CO 4/67 AR | FRIEDBERG | X | E5 | TANK COMMANDER | 19K2O | 00 | YY |
| 14th Prev | 19920101 | 12 | | B CO 4/67 AR | FRIEDBERG | X | E5 | GUNNER | 19K2O | 00 | YY |
| 15th Prev | 19910501 | 7 | | B CO 2/35 AR | FT CARSON | X | FC | TANK COMMANDER | 19K3O | 00 | YY |
| 16th Prev | 19910501 | 3 | | B CO 2/35 AR | FT CARSON | X | FC | SENIOR GUNNER | 19K2O | 00 | YY |
| 17th Prev | 19880729 | 48 | | HHC 4/40 AR | FT CARSON | X | FC | ARMOR CREWMAN | 19E1O | 00 | YY |
| 18th Prev | 19880329 | 1 | | 46TH AG BN | FT KNOX | X | TC | TRAINEE | 19E1O | 00 | YY |
| 19th Prev | | | | | | X | | | | | |
| 20th Prev | | | | | | X | | | | | |
| 21th Prev | | | | | | X | | | | | |
| 22th Prev | | | | | | X | | | | | |
| 23th Prev | | | | | | X | | | | | |
| 24th Prev | | | | | | X | | | | | |
| 25th Prev | | | | | | X | | | | | |

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board No: BTST2004
SSN:
Name:
Panel / Room: R 14

EXIT

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWARDS / DECOS (PHOTO)
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 10590A 02-AUG-96
      - 10590A 14-MAR-96
      - 10590A 24-OCT-93
      - 10590A 06-AUG-92
      - 10590A 01-OCT-89
      - 2166720A 31-AUG-88
      - 2166680A 31-AUG-88
      - 10590A 05-FEB-88
    - EDUCATION / TRAINING
      - CERT_CMP 20-MAY-9
      - TRNSCPTS 18-MAR-91
      - CRS_COMP 09-JUN-90
      - CRS_COMP 15-DEC-89
      - CRS_COMP 01-OCT-8
      - CRS_COMP 21-JUN-89
    - MISCELLANEOUS
  - COMMENDATORY
    - AWARD CIT / LTRS
      - CITATION 03-NOV-95
      - CITATON 28-JUL-94

Collapse Tree

** VOTE **

SSN

Name

## Awards and Decorations

| Number Granted | Award / Decoration | |
|---|---|---|
| 3 | MSM | MERITORIOUS SERVICE MEDAL |
| 2 | ARCOM | US ARMY COMMENDATION MEDAL |
| 6 | AGCM | USA GOOD CONDUCT MDL |
| 2 | NDSM | NATIONAL DEF SVC MEDAL |
| 2 | SWABS | SW ASIA SM BSS |
| 3 | NOPDR | NCO PROF DEV RBN |
| 1 | ASR | USA SVC RBN |
| 1 | OSR | USA OS SVC RBN |
| 1 | SAKULIBM | KU-LIB-MDL (SAUDI ARABIA) |
| 1 | KUKULIBM | KU-LIB-MDL (KUWAIT) |
| 1 | EXPFLDMB | EXPERT FIELD MEDICAL BADGE |
| 1 | PRCHTBAD | PARACHUTIST BADGE |
| 1 | DRV/MECH | DRIVER & MECHANIC BADGE |

Date of Photo: 24-OCT-2002

Normal View

Submit Inquiry

*** YOU ARE THE 1ST VOTER TO REVIEW THIS RECORD ***

Hot Key - F7

### EVALUATION SUMMARY

| GRD | BEGIN | END | TYPE | RVR | | Rater E | Rater S | Rater MOS/RBN | Rater POT | Rater VAL | Sr. Rater PERF | Sr. Rater POT | H1 | WT | APFT | APPT DT |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7 | 0205 | 0301 | ANNUAL NCOIC PHARMACY | S | C | 2 | 3 | 0 | 0 | 1 | 1 | 1 | 70 | 195 | Y | PASS APR 03 |
| 7 | 0111 | 0204 | CHANGE OF RATER NCOIC PHARMACY SERVICES | S | C | 2 | 3 | 0 | 0 | 1 | 2 | 1 | 70 | 188 | Y | PASS OCT 01 |
| 7 | 0011 | 0110 | ANNUAL NCOIC PHARMACY SERV | S | C | 4 | 1 | 0 | 0 | 1 | 2 | 1 | 70 | 203 | Y | PASS OCT 01 |
| 7 | 9911 | 0010 | ANNUAL NCOIC PHARM SVCS | S | C | 3 | 2 | 0 | 0 | 2 | 2 | 2 | 70 | 203 | Y | PASS APR 00 |
| 7 | 9811 | 9910 | ANNUAL SMALL GROUP LD | S | C | 2 | 3 | 0 | 0 | 1 | 1 | 1 | 70 | 198 | Y | PASS OCT 99 |

Hot Key - F8

### COMMENTS

| | DUTY POSITION | EDUCATION | AWARDS | OTHER |
|---|---|---|---|---|
| 1 | | | | |
| 2 | | | | |
| 3 | | | | |

Record: 1/1

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board No: BTST2004
SSN:
Name:
Panel / Block: R 14

EXIT

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWARDS / DECS (PHOTO
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 10590A 02-AUG-96
      - 10590A 14-MAR-96
      - 10590A 24-OCT-93
      - 10590A 06-AUG-92
      - 10590A 01-OCT-89
      - 216670A 31-AUG-88
      - 216680A 31-AUG-88
      - 10590A 05-FEB-88
    - EDUCATION / TRAINING
      - CERT_CMP 20-MAY-9
      - TRNSCPTS 18-MAR-91
      - CRS_COMP 09-JUN-90
      - CRS_COMP 15-DEC-89
      - CRS_COMP 01-OCT-81
      - CRS_COMP 21-JUN-89
    - MISCELLANEOUS
  - COMMENDATORY
    - AWARD CIT / LTRS
      - CITATION 03-NOV-95
      - CITATON 28-JUL-94

Collapse Tree

** VOTE **

SSN

Name

## Awards and Decorations

| Number Granted | Award / Decoration | |
|---|---|---|
| 3 | MSM | MERITORIOUS SERVICE MEDAL |
| 2 | ARCOM | US ARMY COMMENDATION MEDAL |
| 6 | AGCM | USA GOOD CONDUCT MDL |
| 2 | NDSM | NATIONAL DEF SVC MEDAL |
| 2 | SWABS | SW ASIA SM BSS |
| 3 | NOPDR | NCO PROF DEV RBN |
| 1 | ASR | USA SVC RBN |
| 1 | OSR | USA OS SVC RBN |
| 1 | SAKULIBM | KU-LIB-MDL (SAUDI ARABIA) |
| 1 | KUKULIBM | KU-LIB-MDL (KUWAIT) |
| 1 | EXPFLDMB | EXPERT FIELD MEDICAL BADGE |
| 1 | PRCHTBAD | PARACHUTIST BADGE |
| 1 | DRV/MECH | DRIVER & MECHANIC BADGE |

Date of Photo: 24-OCT-2002

Normal View

Submit Inquiry

*** YOU ARE THE 1ST VOTER TO REVIEW THIS RECORD ***

Hot Key - F7

### EVALUATION SUMMARY

| GRD | BEGIN | END | TYPE | | RVR | Rater: E | S | NRS | NBR | POT | VAL | Sr. Rater: PERF | POT | RI | WT | | APPT | APPT DT |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7 | 0205 | 0301 | ANNUAL | NCOIC PHARMACY | S | C | 2 | 3 | 0 | 0 | 1 | Y | 1 | 1 | 70 | 195 | Y | PASS | APR 03 |
| 7 | 0111 | 0204 | CHANGE OF RATER | NCOIC PHARMACY SERVICES | S | C | 2 | 3 | 0 | 0 | 1 | Y | 2 | 1 | 70 | 188 | Y | PASS | OCT 01 |
| 7 | 0011 | 0110 | ANNUAL | NCOIC PHARMACY SERV | S | C | 4 | 1 | 0 | 0 | 1 | Y | 2 | 1 | 70 | 203 | Y | PASS | OCT 01 |
| 7 | 9911 | 0010 | ANNUAL | NCOIC PHARM SVCS | S | C | 3 | 2 | 0 | 0 | 2 | Y | 2 | 2 | 70 | 203 | Y | PASS | APR 00 |
| 7 | 9811 | 9910 | ANNUAL | SMALL GROUP LD | S | C | 2 | 3 | 0 | 0 | 1 | | 1 | 1 | 70 | 198 | Y | PASS | OCT 99 |

Hot Key - F8

### COMMENTS

| | DUTY POSITION | EDUCATION | AWARDS | OTHER |
|---|---|---|---|---|
| 1 | AE | C | D | D |
| 2 | | | | |
| 3 | A | A | A | A |

Record: 1/1

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board No: BTST2004
SSN:
Name:
Panel / Room: R 14

EXIT

SSN Name

## Awards and Decorations

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWDS / DECS (PHOTO
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 10590A 02-AUG-96
      - 10590A 14-MAR-96
      - 10590A 24-OCT-93
      - 10590A 06-AUG-92
      - 10590A 01-OCT-89
      - 2166720A 31-AUG-88
      - 2166680A 31-AUG-88
      - 10590A 05-FEB-88
    - EDUCATION / TRAINING
      - CERT_CMP 20-MAY-9
      - TRNSCPTS 18-MAR-91
      - CRS_COMP 09-JUN-90
      - CRS_COMP 15-DEC-89
      - CRS_COMP 01-OCT-81
      - CRS_COMP 21-JUN-89
    - MISCELLANEOUS
  - COMMENDATORY
    - AWARD CIT / LTRS
      - CITATION 03-NOV-95
      - CITATON 28-JUL-94

Collapse Tree

** VOTE **

| Number Granted | Award / Decoration | |
|---|---|---|
| 3 | MSM | MERITORIOUS SERVICE MEDAL |
| 2 | ARCOM | US ARMY COMMENDATION MEDAL |
| 6 | AGCM | USA GOOD CONDUCT MDL |
| 2 | NDSM | NATIONAL DEF SVC MEDAL |
| 2 | SWABS | SW ASIA SM BSS |
| 3 | NOPDR | NCO PROF DEV RBN |
| 1 | ASR | USA SVC RBN |
| 1 | OSR | USA OS SVC RBN |
| 1 | SAKULIBM | KU-LIB-MDL (SAUDI ARABIA) |
| 1 | KUKULIBM | KU-LIB-MDL (KUWAIT) |
| 1 | EXPFLDMB | EXPERT FIELD MEDICAL BADGE |
| 1 | PRCHTBAD | PARACHUTIST BADGE |
| 1 | DRV/MECH | DRIVER & MECHANIC BADGE |

Date of Photo: 24-OCT-2002

Normal View

Submit Inquiry

** YOU ARE THE 1ST VOTER TO REVIEW THIS RECORD **

Hot Key - F7

### EVALUATION SUMMARY

| GRD | BEGIN | END | TYPE | | RVR | Rater J | Rater S | Rater NRS/NRM | Rater POT | Rater VAL | Sr. Rater PERF | Sr. Rater POT | RI | WT | | APPT | APPT DT |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7 | 0205 | 0301 | ANNUAL | NCOIC PHARMACY | S C | 2 | 3 | 0 | 0 | 1 | Y | 1 | 1 | 70 | 195 | Y | PASS APR 03 |
| 7 | 0111 | 0204 | CHANGE OF RATER | NCOIC PHARMACY SERVICES | S C | 2 | 3 | 0 | 0 | 1 | Y | 2 | 1 | 70 | 188 | Y | PASS OCT 01 |
| 7 | 0011 | 0110 | ANNUAL | NCOIC PHARMACY SERV | S C | 4 | 1 | 0 | 0 | 1 | Y | 2 | 1 | 70 | 203 | Y | PASS OCT 01 |
| 7 | 9911 | 0010 | ANNUAL | NCOIC PHARM SVCS | S C | 3 | 2 | 0 | 0 | 2 | Y | 2 | 2 | 70 | 203 | Y | PASS APR 00 |
| 7 | 9811 | 9910 | ANNUAL | SMALL GROUP LD | S C | 2 | 3 | 0 | 0 | 1 | | 1 | 1 | 70 | 198 | Y | PASS OCT 99 |

Hot Key - F8

### COMMENTS

| | DUTY POSITION | EDUCATION | AWARDS | OTHER |
|---|---|---|---|---|
| 1 | AE | C | D | D |
| 2 | | | | |
| 3 | A | A | A | A |

Record: 1/1

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board ID: BTST2004
SSN:
Name:
Panel / Block: H 53

EXIT

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWDS / DECS / PHOTO
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 1059DA 17-FEB-00
      - 21667DA 30-APR-91
      - 21667DA 31-JUL-90
      - 21667DA 28-FEB-90
      - 21667DA 30-NOV-89
      - 1059DA 09-NOV-89
      - 21667DA 31-JAN-89
      - 1059DA 03-AUG-88
    - EDUCATION / TRAINING
      - CERT_CMP 12-SEP-03
      - TRNSCPTS 31-AUG-03
      - CERT_CMP 09-APR-99
      - CERT_CMP 27-MAR-9
      - CERT_CMP 02-OCT-98
      - CRS_COMP 15-OCT-9
      - CERT_CMP 29-JUL-96
      - CRS_COMP 05-APR-94
      - CERT_CMP 04-MAR-9
      - CERT_CMP 09-NOV-89
      - CERT_CMP 10-AUG-88

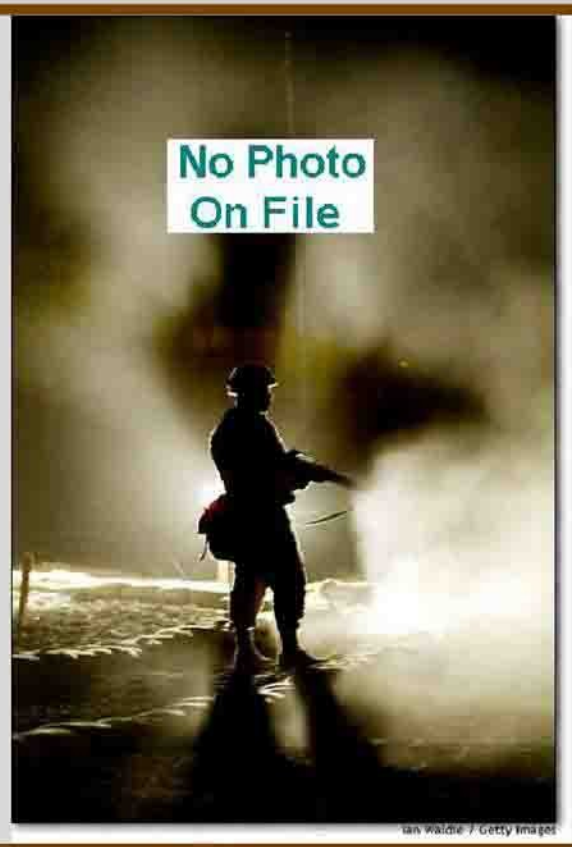
Collapse Tree

** VOTE **

SSN | Name

## Awards and Decorations

| Number Granted | Award / Decoration | |
|---|---|---|
| 5 | ARCOM | US ARMY COMMENDATION MEDAL |
| 3 | AAM | US ARMY ACHIEVEMENT MEDAL |
| 6 | AGCM | USA GOOD CONDUCT MDL |
| 2 | NDSM | NATIONAL DEF SVC MEDAL |
| 3 | SWABS | SW ASIA SM BSS |
| 3 | NOPDR | NCO PROF DEV RBN |
| 2 | OSR | USA OS SVC RBN |
| 1 | EXPFLDMB | EXPERT FIELD MEDICAL BADGE |




Date of Photo: 14-JAN-2003

Normal View

Submit Inquiry

Hot Key - F7

## EVALUATION SUMMARY

| GRD | BEGIN | END | TYPE | | RVR | Rater E | Rater S | Rater NIS | Rater NIM | Rater POT | Rater VAL | Sr. Rater PERF | Sr. Rater POT | HT | WT | | APFT | APFT DT |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7 | 0207 | 0306 | ANNUAL | SECTION NCOIC-ICNSMCHS | C | 4 | 1 | 0 | 0 | 1 | Y | 1 | 1 | 62 | 151 | Y | PROF | MAR 03 |
| 7 | 0112 | 0206 | CHANGE OF RATER | NCOIC EMERGENCY ROOM | C | 4 | 1 | 0 | 0 | 1 | Y | 1 | 1 | 62 | 152 | Y | PASS | APR 02 |
| 7 | 0012 | 0111 | ANNUAL | NCOIC EMERGENCY ROOM | C | 3 | 2 | 0 | 0 | 1 | Y | 1 | 1 | 62 | 155 | Y | PASS | MAY 01 |
| 7 | 0004 | 0011 | CHANGE OF RATER | NCOIC EMERGENCY ROOM | C | 3 | 2 | 0 | 0 | 1 | Y | 1 | 1 | 62 | 147 | Y | PASS | NOV 00 |
| 6 | 9904 | 0003 | ANNUAL | INSTR | C | 3 | 2 | 0 | 0 | 1 | Y | 1 | 1 | 62 | 148 | Y | PASS | OCT 99 |

## COMMENTS

| | DUTY POSITION | EDUCATION | AWARDS | OTHER |
|---|---|---|---|---|
| 1 | AL | M | N | B |
| 2 | R | R | A | S |
| 3 | X | X | X | X |

Record: 1/1

# INQUIRIES

- Requested by board member when a discrepancy is found in the record
- Inquiry team requests pertinent information from the field
- Turn-around time is 24 to 48 hours
- Used only when information could impact vote scores

# LETTERS TO THE BOARD PRESIDENT

- DO
  - Be brief, concise and factual
  - Use memorandum format (AR 25-50)
  - Provide info not on OMPF
  - Address the Board President
  - Use SSN
  - Sign memo
- DON'T
  - Use to express grievances
  - Justify past misconduct
  - Boast about yourself
  - Enclose extraneous documents
  - Forget to sign

# FAMOUS QUOTES

“I put top priority on commuicatiens, first, because doing a war the whole Army is dependent on good commuications.”

“I have got almost two years of college… always a prufessenel.”

“It has come to me that certain documents may not be in my official military file.  I feel they are detrimental to my military career, and should be part of my official file.”

# VOTING RULES

- **Votes are cast on a 1-6 + or - scoring system**
- **6+ in the highest possible vote**
- **Records are randomly issued to panel members by the computer**
- **3 votes constitutes a voted record**
- **Voters may make comments in the record relate to the panel standards only**

# VOTING SYSTEM

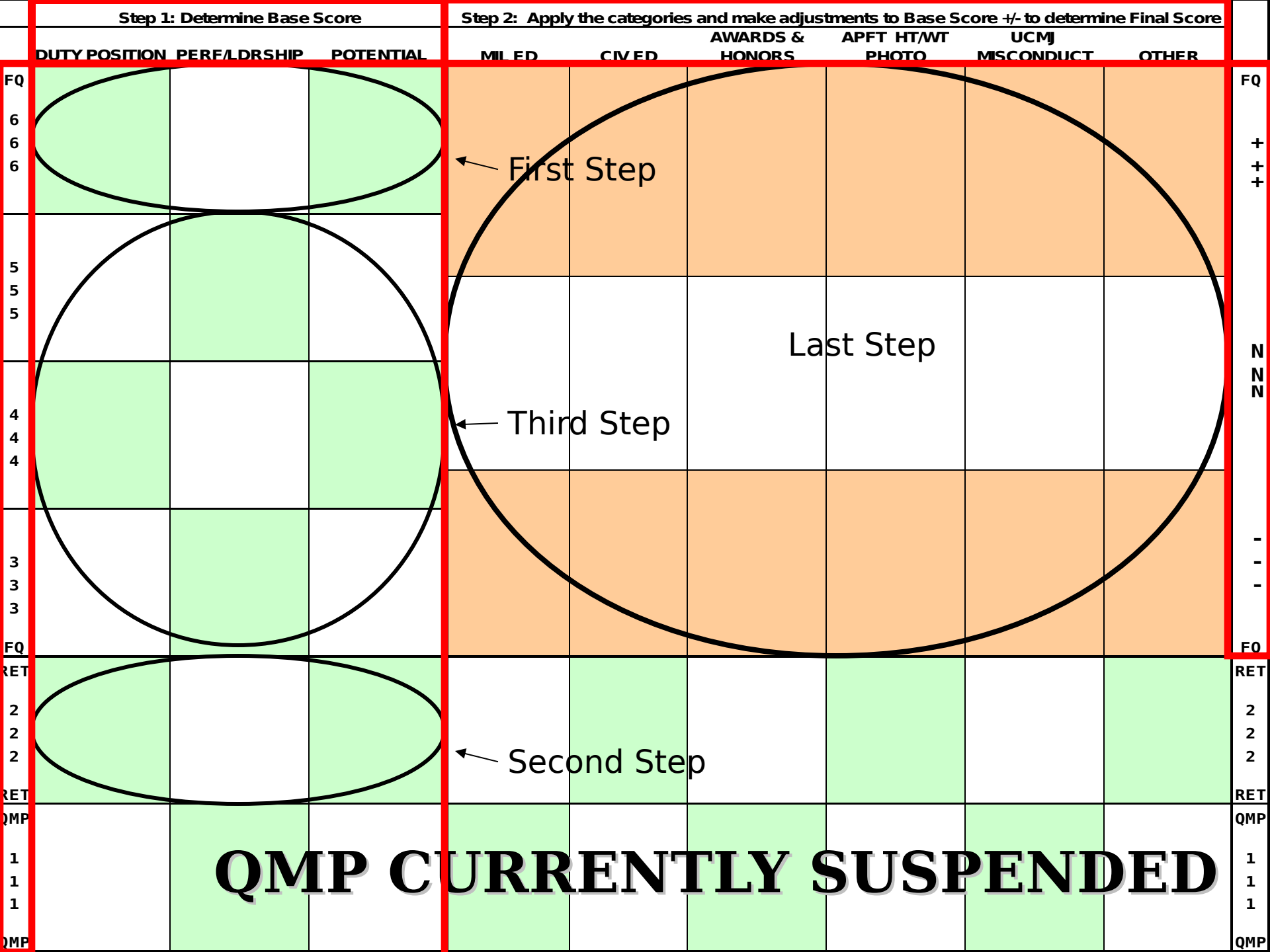
| SCORE | PERFORMANCE | RESULT |
|---|---|---|
| 6 +/- | Exceptional | Select Now |
| 5 +/- | Excellent | Definitely Select |
| 4 +/- | Strong | Should Select |
| 3 +/- | Successful | Select if Room |
| 2 +/- | Acceptable | Retain in Grade |
| 1 +/- | Substandard | QMP Referral |

FQ

Notes: A vote of 3- or above is a vote for promotion/training should allocatio
QMP Program is currently suspended

# PANEL TRAINING

- Develop panel standards
  - Performance, potential, duty positions
  - Military/Civilian education
  - Height, weight & APFT
  - Commendatory and disciplinary
  - CMF/MOS specifics (SME briefs panel members using proponent input to board)
- Practice vote and refine standards
- Obtain Board President’s approval


Step 1: Determine Base Score
DUTY POSITION
PERF/LDRSHIP
POTENTIAL
Step 2: Apply the categories and make adjustments to Base Score +/- to determine Final Score
MIL ED
CIV ED
AWARDS & HONORS
APFT HT/WT PHOTO
UCMJ MISCONDUCT
OTHER
FQ
6
6
6
5
5
5
4
4
4
3
3
3
FQ
RET
2
2
2
RET
QMP
1
1
1
QMP
FQ
+
+
+
N
N
N
-
-
-
FQ
RET
2
2
2
RET
QMP
1
1
1
QMP
First Step
Last Step
Third Step
Second Step
QMP CURRENTLY SUSPENDED

# VOTE SCORE CONVERSION

| RAW SCORE | | ABSOLUTE VALUE | RAW SCORE | | ABSOLUTE VALUE |
|---|---|---|---|---|---|
| 6+ | = | 18 | 3+ | = | 9 |
| 6 | = | 17 | 3 | = | 8 |
| 6- | = | 16 | 3- | = | 7 |
| 5+ | = | 15 | 2+ | = | 6 |
| 5 | = | 14 | 2 | = | 5 |
| 5- | = | 13 | 2- | = | 4 |
| 4+ | = | 12 | 1+ | = | 3 |
| 4 | = | 11 | 1 | = | 2 |
| 4- | = | 10 | 1- | = | 1 |

FQ

# CONVERTED SCORE DEVIATIONS

- Converted score deviation of 6 or more points { 4 (11pts) to 6 (17pts) thus 17-11=6 }
- Brought to attention of Panel Chief
- Voters determine what caused deviation and adjust score(s)
- Panel Chief confirms score change
- Must resolve to a maximum 5-point deviation

# ORDER OF MERIT LIST

| | SEQ # | ABS SCORE | SSN | NAME | RAW SCORE |
|---|---|---|---|---|---|
| | 1 | 54 | # | Joe, G.I | 6+6+6+ |
| | 146 | 28 | # | Porter, S | # |
| BQ | 147 | 28 | # | Romero, P | # |
| | 148 | 26 | # | Young, A | # |
| | 149 | 26 | # | Andrews, B | # |
| | 150 | 26 | # | Clark, K | # |
| | 151 | 26 | # | Harrison, F | # |
| | 152 | 25 | # | Hunter, D | # |
| | 153 | 25 | # | Best, P | # |
| | 154 | 23 | # | Sutcliffe, S | # |
| FQ | 155 | 21 | # | Curtis, D | # |
| | 156 | 20 | # | Harding, B | # |
| | 157 | 19 | # | Walther, P | # |
| | 235 | 3 | # | Krueger, F | 1- 1- 1- |

THE GRAY ZONE

SELECT OBJ 150

# VOTE SCORE ANALYSIS

| SCORE | PANEL | VOTER 1 | VOTER 2 | VOTER 3 | VOTER 4 | VOTER 5 |
|---|---|---|---|---|---|---|
| 18 | 3 | 0 | 0 | 1 | 1 | 1 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 | 0 | 0 | 0 | 0 | 0 | 0 |
| 15 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14 | 8 | 0 | 0 | 4 | 0 | 4 |
| 13 | 9 | 0 | 0 | 0 | 9 | 0 |
| 12 | 10 | 0 | 5 | 5 | 0 | 0 |
| 11 | 25 | 0 | 5 | 5 | 0 | 15 |
| 10 | 25 | 5 | 5 | 10 | 0 | 5 |
| 9 | 29 | 9 | 0 | 5 | 10 | 5 |
| 8 | 28 | 0 | 0 | 9 | 10 | 9 |
| 7 | 10 | 0 | 0 | 5 | 5 | 0 |
| 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1 | 3 | 1 | 0 | 1 | 0 | 1 |
| TOT | 150 | 15 | 15 | 45 | 35 | 40 |

**HIGH MEAN**
**VOTERS 2, 5, 3**
**10.4**

**LOW MEAN**
**VOTERS 1, 4, 3**
**9.6**

**DIFFERENCE HI - LOW**
**.8**

# ORDER OF MERIT LIST

| | SEQ # | ABS SCORE | SSN | NAME | RAW SCORE |
|---|---|---|---|---|---|
| | 1 | 54 | # | Joe, G.I | 6+6+6+ |
| | 146 | 28 | # | Porter, S | # |
| BQ | 147 | 28 | # | Romero, P | # |
| | 148 | 26 | # | Young, A | # |
| | 149 | 26 | # | Andrews, B | # |
| | 150 | 26 | # | Clark, K | # |
| | 151 | 26 | # | Harrison, F | # |
| | 152 | 25 | # | Hunter, D | # |
| | 153 | 25 | # | Best, P | # |
| | 154 | 23 | # | Sutcliffe, S | # |
| FQ | 155 | 21 | # | Curtis, D | # |
| | 156 | 20 | # | Harding, B | # |
| | 157 | 19 | # | Walther, P | # |
| | 235 | 3 | # | Krueger, F | 1- 1- 1- |

Brought in by deviation of 1

SELECT OBJ 150

Had there been scores of 27 they would be included in the gr

# ORDER OF MERIT LIST

| | SEQ # | ABS SCORE | SSN | NAME | RAW SCORE |
|---|---|---|---|---|---|
| BOQ | 1 | 48 | # | Joe, G.I | 6- 6- 5+ |
| | 2 | 47 | # | Porter, S | # |
| | 3 | 47 | # | Romero, P | # |
| | 4 | 46 | # | Young, A | # |
| | 5 | 46 | # | Andrews, B | # |
| | 6 | 46 | # | Clark, K | # |
| | 7 | 46 | # | Harrison, F | # |
| | 8 | 45 | # | Hunter, D | # |
| | 9 | 45 | # | Best, P | # |
| | 10 | 45 | # | Sutcliffe, S | # |
| | 11 | 45 | # | Curtis, D | # |
| | 12 | 45 | # | Harding, B | # |
| | 13 | 45 | # | Walther, P | # |
| | 14 | 45 | # | Krueger, F | # |

SELECT OBJ: 4

HI/LOW VOTE DEVIATION IS .7

# RULES FOR GRAY ZONE VOTE

- Previous scores are eliminated
- All panel members vote the records
- No change in Panel Standards
- If a tie occurs in must be resolved by Panel Chief

# ORDER OF MERIT LIST

| | SEQ # | ABS SCORE | SSN | NAME | RAW SCORE |
|---|---|---|---|---|---|
| | 1 | 54 | # | Joe, G.I | 6+6+6+ |
| | 146 | 28 | # | Porter, S | # |
| BQ | 147 | 28 | # | Romero, P | # |
| | 148 | 26 | # | Young, A | # |
| | 149 | 26 | # | Andrews, B | # |
| | 150 | 26 | # | Clark, K | # |
| | 151 | 26 | # | Harrison, F | # |
| | 152 | 25 | # | Hunter, D | # |
| | 153 | 25 | # | Best, P | # |
| | 154 | 23 | # | Sutcliffe, S | # |
| FQ | 155 | 21 | # | Curtis, D | # |
| | 156 | 20 | # | Harding, B | # |
| | 157 | 19 | # | Walther, P | # |
| | 235 | 3 | # | Krueger, F | 1- 1- 1- |

83
84
81
82
80
85

SELECT OBJ
150

# ORDER OF MERIT LIST

| | SEQ # | | ABS SCORE | | SSN | NAME | RAW SCORE |
|---|---|---|---|---|---|---|---|
| | 1 | | 54 | | # | Joe, G.I | 6+6+6+ |
| | 146 | | 28 | | # | Porter, S | # |
| BQ | 147 | | 28 | | # | Romero, P | # |
| | 148 | 83 | 26 | SEL | # | Young, A | # |
| | 149 | 84 | 26 | SEL | # | Andrews, B | # |
| | 150 | 81 | 26 | 2 | # | Clark, K | # |
| | 151 | 82 | 26 | | # | Harrison, F | # |
| | 152 | 80 | 25 | | # | Hunter, D | # |
| | 153 | 85 | 25 | SEL | # | Best, P | # |
| | 154 | | 23 | 1 | # | Sutcliffe, S | # |
| FQ | 155 | | 21 | | # | Curtis, D | # |
| | 156 | | 20 | | # | Harding, B | # |
| | 157 | | 19 | | # | Walther, P | # |
| | 235 | | 3 | | # | Krueger, F | 1- 1- 1- |

SELECT OBJ 150

# ORDER OF MERIT LIST

| | SEQ # | | ABS SCORE | | SSN | NAME | RAW SCORE | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 54 | | # | Joe, G.I | 6+6+6+ | |
| | 146 | | 28 | | # | Porter, S | # | |
| BQ | 147 | | 28 | | # | Romero, P | # | |
| | 148 | 83 | 26 | SEL | # | Young, A | # | |
| | 149 | 84 | 26 | SEL | # | Andrews, B | # | |
| | 150 | 81 | 26 | 2 | # | Clark, K | # | APS |
| | 151 | 82 | 26 | | # | Harrison, F | # | APS 2 |
| | 152 | 80 | 25 | | # | Hunter, D | # | APS 1 |
| | 153 | 85 | 25 | SEL | # | Best, P | # | 3 |
| | 154 | | 23 | 1 | # | Sutcliffe, S | # | |
| FQ | 155 | | 21 | | # | Curtis, D | # | |
| | 156 | | 20 | | # | Harding, B | # | |
| | 157 | | 19 | | # | Walther, P | # | |
| | 235 | | 3 | | # | Krueger, F | 1- 1- 1- | |

SELECT OBJ 150

# VERIFICATION ROSTERS

- Based on OML Selects
- Signed by Panel Members
- Confirmed by Panel Chief
- Used to verify final select rosters

# CONCLUDING BOARD ACTIONS

- Certify board results
- Finalize CMF review & analysis (R&A)
- Finalize board AARs
- Conduct pre-briefing and debriefing
- Conduct out-briefing with DMPP
- Recess -- Adjournment

# AFTER THE BOARD

- Recorder attests results
- Forward results to DA and HRC
- ODCS, G-1 approves results
- Final results released Army-wide

# PERSONAL OBSERVATIONS

- **The centralized promotion system is fair**
- **The NCOER is the most important document in the board record**
- **A pattern of strong NCOERs in difficult assignments indicates strong promotion potentia**
- **A current photo is essential**
- **PMOS 79S is extremely competitive, NCOs seel promotion must separate themselves from the p**
- **Your record must be an accurate reflection of y performance and potential**

# PERSONAL OBSERVATIONS

- **The NCOER is the most important document in the board record**
- **Use correct principal duty title**
- **Daily Duties and Scope should accurately reflect what you do**
- **Unjustified "Excellence" ratings are considered "Success" by panel members……"fluff" is not good**
- **A justified "Excellence" must be quantified**
- **NCOERs are stand alone reports, they should not a look the same/say the same thing**
- **A proper evaluation should be error free and comp with AR 623-205**
- **Senior rater comments are extremely important**

# DEPARTMENT OF THE ARMY
# CENTALIZED PROMOTION BOARDS OVERVIEW

# QUESTIONS?

**SGM Jim Plemens**
**101st Airborne Division (Air Assault)**